

The School Board of Jefferson County

Salary Schedule Book **Fiscal Year 2014-2015**

Jefferson County School District
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Fiscal Year 2014-2015

Payroll Period Schedule
Fiscal Year 2014-2015

Fiscal Year 2014-2015		
DAY	MONTH	YEAR
31	July	2014
29	August	2014
30	September	2014
31	October	2014
25	November	2014
19	December	2014
30	January	2015
27	February	2015
31	March	2015
30	April	2015
29	May	2015
30	June	2-015

Fiscal Year 2014-2015

Instructional Salary Schedule

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
A	35,000	AA	40,200	BA	45,400	CA	50,600	DA	55,800
B	35,200	AB	40,400	BB	45,600	CB	50,800	DB	56,000
C	35,400	AC	40,600	BC	45,800	CC	51,000	DC	56,200
D	35,600	AD	40,800	BD	46,000	CD	51,200	DE	56,400
E	35,800	AE	41,000	BE	46,200	CE	51,400	DF	56,600
F	36,000	AF	41,200	BF	46,400	CF	51,600	DG	56,800
G	36,200	AG	41,400	BG	46,600	CG	51,800	DH	57,000
H	36,400	AH	41,600	BH	46,800	CH	52,000	DI	57,200
I	36,600	AI	41,800	BI	47,000	CI	52,200	DJ	57,400
J	36,800	AJ	42,000	BJ	47,200	CJ	52,400	DK	57,600
K	37,000	AK	42,200	BK	47,400	CK	52,600	DL	57,800
L	37,200	AL	42,400	BL	47,600	CL	52,800	DM	58,000
M	37,400	AM	42,600	BM	47,800	CM	53,000	DN	58,200
N	37,600	AN	42,800	BN	48,000	CN	53,200	DO	58,400
O	37,800	AO	43,000	BO	48,200	CO	53,400		
P	38,000	AP	43,200	BP	48,400	CP	53,600		
Q	38,200	AQ	43,400	BQ	48,600	CQ	53,800		
R	38,400	AR	43,600	BR	48,800	CR	54,000		
S	38,600	AS	43,800	BS	49,000	CS	54,200		
T	38,800	AT	44,000	BT	49,200	CT	54,400		
U	39,000	AU	44,200	BU	49,400	CU	54,600		
V	39,200	AV	44,400	BV	49,600	CV	54,800		
W	39,400	AW	44,600	BW	49,800	CW	55,000		
X	39,600	AX	44,800	BX	50,000	CX	55,200		
Y	39,800	AY	45,000	BY	50,200	CY	55,400		
Z	40,000	AZ	45,200	BZ	50,400	CZ	55,600		

For the 2014-2015 school year, teachers will receive only the salary increase for placement on the new, "fractionalized" salary schedule and are not entitled to additional movement. All current teachers shall be assigned a step value that is closest to the base salary less all supplements that were paid in 2013-2014.

As of July 1, 2015, all years of verified traditional public school or accredited private school teaching experience (in-state or out-of-state) will be recognized by the JCSD for initial placement on the salary schedule for new teachers hired within the system. The salary of the new hire will be changed on the regular pay date following verification of the teaching experience. Teaching experience must be verified within ninety (90) days from the date of hire.

Following initial placement, teachers shall move on the salary schedule in accordance with the following stipulated provisions:

2014-2015 Placement:

In 2014-15, the District will assign all AC teachers to the Performance Placement Schedule structured with \$200 increments beginning at \$35,000. The assignment of each teacher will be to a step that is the closest salary to but not less than the teacher's last base salary (without supplements).

In 2014-15, the District will assign all PSC/CC teachers to the Grandfathered Placement Schedule structured with \$200 increments beginning at \$35,000. The assignment of each teacher will be to a step that is the closest salary to, but not less than, the teacher's last base salary (without supplements).

2015-2016 Placement:

Each succeeding year, the adjustment method and amounts will be negotiated in accordance with Chapter 447.

Schedule 1
Fiscal Year 2014-2015

Higher Degree Supplement

Degree	Amount Computed to Bachelor's
Master's Degree	Add 2,500 to Computed Bachelor's Degree
Specialist Degree	Add 3,700 to Computed Bachelor's Degree
Doctorate Degree	Add 3,800 to Computed Bachelor's Degree

Schedule 2
Fiscal Year 2014-2015

District-Wide Supplements

Position/Title	Code	Amount
Inter-School Travel	SUG02	\$378
Program Specialist	SUB02	\$2,190
Social Worker	SUB01	\$2,190
Staffing Specialist	SUB02	\$2,190
Teacher Mentor	SUB03	\$440
Chief Negotiator	SUB01	\$3,075
School Board Recording Secretary*	SUG05	\$1,333
*Plus \$100.00 for every Special Mtg. or Workshop		

Pay Period: Monthly during the period of responsibility

Pay Date: Last working day of each month

Middle/High School Instructional Supplements

Position/Title	Code	Amount
Academic Games Advisor	SUA21	\$511.88
Athletic Director	SUA20	\$4,095.00
Athletic Field Assistant (12 Months)	SUA21	\$1,194.38
Band Director (JCMHS)	SUB04	\$3,071.25
Baseball, Varsity Head Coach	SUA12	\$2,218.13
Baseball, Varsity Assistant Coach	SUA13	\$1,706.25
Baseball, Middle School Head Coach	SUA28	\$1,706.25
Baseball, Middle School Assistant Coach	SUA29	\$1,194.38
Basketball, Varsity Head Coach	SUA05	\$2,218.13
Basketball, Varsity Assistant Coach	SUA06	\$1,706.25
Basketball, Middle School Assistant Coach	SUA26	\$1,706.25
Basketball, Girls Varsity Head Coach	SUA05	\$2,218.13
Basketball, Girls Varsity Assistant Coach	SUA06	\$1,706.25
Basketball, Girls Middle School Assistant	SUA26	\$1,706.25
Cheerleader, Varsity Sponsor	SUB08	\$2,218.13
Cheerleader, Varsity Sponsor (Summer)	SUB07	\$341.25
Cheerleader, Junior Varsity Sponsor	SUB09	\$1,535.63
Cheerleader, Junior Varsity Sponsor (Summer)	SUB14	\$341.25
Choral Director	SUB05	\$853.13
Football Equipment Manager	SUB34	\$1,876.88
Football, Varsity Head Coach	SUA02	\$2,730.00
Football, Varsity Head Coach (Spring)	SUA42	\$682.50
Football, Varsity Assistant Coach (6 positions)	SUA03	\$1,706.25
Football, Varsity Assistant Coach (Spring)	SUA43	\$341.25
Football, Middle School Head Coach	SUA04	\$1,535.63
Football, Middle School Assistant Coach	SUA24	\$1,706.25
Majorette/Flag Corps. Coordinator	SUA22	\$1,194.38
Softball, Varsity Head Coach	SUA14	\$2,218.13
Softball, Varsity Assistant Coach	SUA15	\$1,706.25
Softball, Middle School Assistant Coach	SUA29	\$1,194.38
Track, Head Coach	SUA09	\$1,876.88
Track, Assistant Coach	SUA11	\$1,365.00
Track, Head Coach (Girls)	SUA09	\$1,876.88
Track, Cross Country	SUA11	\$1,365.00
Volleyball, Head Coach	SUA08	\$1,365.00
Volleyball, Assistant Coach	SUA17	\$1,023.75
Weightlifting	SUA18	\$1,535.63
Yearbook Sponsor	SUB06	\$682.50

Schedule 4

Middle/High School Instructional Supplements (Cont.)

Position/Title	Code	Amount
JROTC Rifle Training	Sub13	\$1,023.75
JROTC Drill Practice	SUB11	\$2,047.50
NOTE: *Plus \$200 for participation in State Competition beyond District **Plus \$150 for participation in State Competition beyond District ***Plus \$150 for accompanying athletic team to state Supplements are not authorized for positions at Jefferson County Elementary School		

Pay Period: Monthly during period of responsibility

Pay Date: Last working day of every month

Fiscal Year 2014-2015

Miscellaneous Supplements

Position/Title	Hourly Rate
WORKSHOPS	
Instructional Personnel	\$23.22**
Non-Instructional	\$9.00
ORIENTATION	
Instructional Personnel	\$23.22**
Non-Instructional	\$9.00
Student Workers	Minimum Wage
ROTC Instructor (7.5 hours/day – 196 days per year)	*

*Salary and Benefits: Monthly salary will be equal to the difference between the individual's retired pay and what he/she would have received if recalled to active duty.

Certified personnel will be paid their hourly rate of pay or \$23.22 per hour whichever is *less***.

Pay Period: Monthly during period of responsibility

Pay Date: Last working day of every month

Substitute Teachers

Type/Classification	Grade	Rate
With a Valid Teaching Certificate	SUB01	\$10.00
With a 2-4-Year College Degree	SUB02	\$9.00
High School Diploma	SUB03	\$8.00

NOTE: A substitute teacher with a BS degree or higher and employed by the Board for 10 or more days in the same position will receive compensation based on the teachers' salary schedule. Substitute teachers who are employed on the teachers' salary schedule must assume all duties and responsibilities of the regular teacher. A substitute who is employed on the teachers' salary schedule for more than ninety (90) days during one school year will be required to hold a Florida Teaching Certificate. Compensation shall be made only for days during which services are actually rendered.

Pay Period: Monthly during period of responsibility

Paid Date: Last working day of every month

Administrative Salary Schedule

Level	1	2	3	4	5
Ass't. Superintendent	\$73,875.00	\$74,880.00	\$75,885.00	\$76,890.00	\$77,895.00
M/H Principal	\$70,860.00	\$71,865.00	\$72,870.00	\$73,875.00	\$74,880.00
CFO	\$69,825.00	\$70,830.00	\$71,835.00	\$72,840.00	\$73,845.00
Elem. Principal	\$63,825.00	\$64,830.00	\$65,835.00	\$66,840.00	\$67,845.00
M/H Ass't Principal	\$59,760.00	\$60,765.00	\$61,770.00	\$62,775.00	\$63,780.00
Elem. Ass't Principal	\$58,755.00	\$59,760.00	\$60,765.00	\$61,770.00	\$62,775.00
Director	\$57,836.00	\$58,841.00	\$59,846.00	\$60,851.00	\$61,856.00

Level	6	7	8	9	10
Ass't Superintendent	\$78,900.00	\$79,905.00	\$80,910.00	\$81,915.00	\$82,920.00
M/H Principal	\$75,885.00	\$76,890.00	\$77,895.00	\$78,900.00	\$79,905.00
CFO	\$74,850.00	\$75,855.00	\$76,860.00	\$77,865.00	\$78,870.00
Elem. Principal	\$68,850.00	\$69,855.00	\$70,860.00	\$71,865.00	\$72,870.00
M/H Ass't Principal	\$64,785.00	\$65,790.00	\$66,795.00	\$67,800.00	\$68,805.00
Elem. Ass't Prin.	\$63,780.00	\$64,785.00	\$65,790.00	\$66,795.00	\$67,800.00
Director	\$62,861.00	\$63,866.00	\$64,871.00	\$65,876.00	\$66,881.00

Level	11	12	13	14	15
Ass't Superintendent	\$83,925.00	\$84,930.00	\$85,935.00	\$86,940.00	\$87,945.00
M/H Principal	\$80,910.00	\$81,915.00	\$82,920.00	\$83,925.00	\$84,930.00
CFO	\$79,905.00	\$80,910.00	\$81,915.00	\$82,920.00	\$83,925.00
Elem. Principal	\$73,875.00	\$74,880.00	\$75,885.00	\$76,890.00	\$77,895.00
M/H Ass't Principal	\$69,810.00	\$70,815.00	\$71,820.00	\$72,825.00	\$73,830.00
Elem. Ass't Prin.	\$68,805.00	\$69,810.00	\$70,815.00	\$71,820.00	\$72,825.00
Director	\$67,886.00	\$68,891.00	\$69,896.00	\$70,901.00	\$71,906.00

Level	16	17	18	19	20
Ass't Superintendent	\$88,950.00	\$89,955.00	\$90,960.00	\$91,965.00	\$92,970.00
M/H Principal	\$85,935.00	\$86,940.00	\$87,945.00	\$88,950.00	\$89,955.00
CFO	\$84,930.00	\$85,935.00	\$86,940.00	\$87,945.00	\$88,950.00
Elem. Principal	\$78,905.00	\$79,905.00	\$80,910.00	\$81,915.00	\$82,920.00
M/H Ass't Principal	\$74,835.00	\$75,840.00	\$76,845.00	\$77,850.00	\$78,855.00
Elem. Ass't Prin.	\$73,830.00	\$74,835.00	\$75,840.00	\$76,845.00	\$77,850.00
Director	\$72,911.00	\$73,916.00	\$74,921.00	\$75,926.00	\$76,931.00

Schedule 7
Fiscal Year 2014-2015

District-Wide Professional Staff

Level	1	2	3	4	5
Federal Program Specialist	\$59,950.00	\$60,955.00	\$61,960.00	\$62,965.00	\$63,970.00
Human Resource Specialist	\$59,950.00	\$60,955.00	\$61,960.00	\$62,965.00	\$63,970.00

Level	6	7	8	9	10
Federal Program Specialist	\$64,975.00	\$65,980.00	\$66,985.00	\$67,990.00	\$68,995.00
Human Resource Specialist	\$64,975.00	\$65,980.00	\$66,985.00	\$67,990.00	\$68,995.00

Level	11	12	13	14	15
Federal Program Specialist	\$70,000.00	\$71,005.00	\$72,010.00	\$73,015.00	\$74,020.00
Human Resource Specialist	\$70,000.00	\$71,005.00	\$72,010.00	\$73,015.00	\$74,020.00

Level	16	17	18	19	20
Federal Program Specialist	\$75,020.00	\$76,030.00	\$77,035.00	\$78,040.00	\$79,045.00
Human Resource Specialist	\$75,025.00	\$76,030.00	\$77,035.00	\$78,040.00	\$79,045.00

NOTE: It is understood that the Level is used by the Superintendent for placement of new hires and current employees based on criteria established by Jefferson County School Board. It is further understood that the Level is not an automatic annual progression based on years of experience, but rather an increment for successful job performance totally at the discretion of the Superintendent. When any current employee's salary exceeds the maximum amount allowed in the salary schedule the Superintendent will evaluate such salaries on an individual basis to ensure salary equity.

District-Wide Non-Professional Staff

Level	1	2	3	4	5
Lead Maintenance Specialist	\$25,547.00	\$25,397.00	\$26,247.00	\$27,097.00	\$27,947.00
Food Service Specialist	\$35,850.00	\$36,700.00	\$37,550.00	\$38,400.00	\$39,250.00
Fac./Transportation Specialist	\$35,850.00	\$36,700.00	\$37,550.00	\$38,400.00	\$39,250.00

Level	6	7	8	9	10
Maintenance Specialist	\$28,797.00	\$29,647.00	\$30,497.00	\$31,347.00	\$32,197.00
Food Service Specialist	\$40,100.00	\$40,950.00	\$41,800.00	\$42,650.00	\$43,500.00
Fac./Transportation Specialist	\$40,100.00	\$40,950.00	\$41,800.00	\$42,650.00	\$43,500.00

Level	11	12	13	14	15
Maintenance Specialist	\$33,047.00	\$33,897.00	\$34,747.00	\$35,597.00	\$36,447.00
Food Service Specialist	\$44,350.00	\$45,200.00	\$46,050.00	\$46,900.00	\$47,750.00
Fac./Transportation Specialist	\$44,350.00	\$45,200.00	\$46,050.00	\$46,900.00	\$47,750.00

Level	16	17	18	19	20
Maintenance Specialist	\$37,297.00	\$38,147.00	\$38,997.00	\$39,847.00	\$40,697.00
Food Service Specialist	\$48,600.00	\$49,450.00	\$50,300.00	\$51,150.00	\$52,000.00
Fac./Transportation Specialist	\$48,600.00	\$49,450.00	\$50,300.00	\$51,150.00	\$52,000.00

Pay Period: Monthly during period of responsibility

Paid Date: Last working day of every month

Fiscal Year 2014-2015

Non-Instructional Salary Schedule

Level		1	2	3	4	5	6	7	8	9	10	11
N	6	7.77	7.86	7.95	8.05	8.14	8.24	8.33	8.43	8.53	8.64	8.74
N	7	8.16	8.26	8.35	8.45	8.55	8.66	8.76	8.87	8.97	9.08	9.18
N	8	8.58	8.69	8.79	8.90	9.00	9.11	9.21	9.32	9.43	9.55	9.67
N	9	9.01	9.12	9.22	9.33	9.45	9.56	9.68	9.79	9.91	10.02	10.14
N	10	9.49	9.60	9.72	9.83	9.95	10.06	10.18	10.31	10.43	10.56	10.68
N	11	9.96	10.08	10.20	10.33	10.45	10.58	10.71	10.83	10.96	11.09	11.23
N	12	10.45	10.58	10.71	10.83	10.96	11.09	11.23	11.37	11.50	11.64	11.78
N	13	10.99	11.13	11.26	11.40	11.53	11.67	11.81	11.95	12.10	12.25	12.40
N	14	11.56	11.69	11.83	11.98	12.12	12.27	12.42	12.56	12.71	12.87	13.03
N	15	12.14	12.29	12.44	12.58	12.73	12.89	13.05	13.20	13.36	13.52	13.69
N	16	12.75	12.91	13.07	13.23	13.38	13.54	13.71	13.88	14.04	14.21	14.38
N	17	13.39	13.55	13.72	13.89	14.05	14.22	14.39	14.57	14.75	14.93	15.10
N	18	14.09	14.25	14.42	14.60	14.78	14.96	15.14	15.33	15.51	15.70	15.89
N	19	14.78	14.96	15.14	15.33	15.51	15.70	15.89	16.08	16.28	16.48	16.68
N	20	15.52	15.71	15.90	16.09	16.29	16.49	16.69	16.89	17.10	17.31	17.52
N	21	16.32	16.52	16.72	16.92	17.13	17.34	17.55	17.76	17.98	18.20	18.42

Schedule 9
Fiscal Year 2014-2015

Non-Instructional Salary Schedule (Con't)

Level		12	13	14	15	16	17	18	19	20	21	22
N	6	8.85	8.95	9.06	9.16	9.27	9.38	9.50	9.61	9.73	9.84	9.96
N	7	9.29	9.40	9.52	9.63	9.75	9.87	9.98	10.10	10.22	10.35	10.47
N	8	9.78	9.90	10.01	10.13	10.25	10.38	10.51	10.63	10.76	10.88	11.01
N	9	10.26	10.39	10.52	10.64	10.77	10.89	11.02	11.16	11.29	11.43	11.57
N	10	10.81	10.94	11.07	11.21	11.35	11.48	11.62	11.76	11.90	12.05	12.20
N	11	11.37	11.50	11.64	11.78	11.92	12.07	12.22	12.36	12.51	12.66	12.82
N	12	11.92	12.07	12.22	12.36	12.51	12.66	12.82	12.97	13.13	13.29	13.45
N	13	12.54	12.69	12.85	13.00	13.16	13.32	13.48	13.65	13.81	13.98	14.15
N	14	13.18	13.34	13.50	13.67	13.83	14.00	14.17	14.34	14.52	14.70	14.87
N	15	13.86	14.02	14.19	14.36	14.54	14.72	14.89	15.07	15.25	15.44	15.63
N	16	14.56	14.74	14.92	15.09	15.27	15.46	15.65	15.84	16.03	16.23	16.43
N	17	15.28	15.47	15.66	15.85	16.04	16.24	16.44	16.64	16.84	17.05	17.26
N	18	16.08	16.28	16.48	16.68	16.88	17.09	17.30	17.51	17.72	17.94	18.16
N	19	16.88	17.09	17.30	17.51	17.72	17.94	18.16	18.38	18.60	18.83	19.06
N	20	17.73	17.95	18.17	18.39	18.61	18.84	19.07	19.30	19.54	19.78	20.02
N	21	18.64	18.87	19.11	19.34	19.58	19.82	20.06	20.30	20.55	20.81	21.06

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Non-Instructional Salary Schedule (Con't)

Level		23	24	25	26	27	28	29	30	31	32	33
N	6	10.08	10.21	10.33	10.45	10.58	10.71	10.83	10.96	11.09	11.23	11.37
N	7	10.60	10.73	10.85	10.98	11.11	11.25	11.39	11.52	11.66	11.80	11.94
N	8	11.15	11.28	11.42	11.56	11.69	11.83	11.98	12.12	12.27	12.42	12.56
N	9	11.70	11.84	11.99	12.13	12.28	12.43	12.57	12.72	12.88	13.04	13.19
N	10	12.34	12.49	12.64	12.79	12.95	13.11	13.27	13.42	13.58	13.75	13.92
N	11	12.97	13.13	13.29	13.45	13.61	13.78	13.95	14.12	14.29	14.46	14.64
N	12	13.61	13.78	13.95	14.12	14.29	14.46	14.64	14.82	15.00	15.18	15.37
N	13	14.32	14.50	14.67	14.85	15.03	15.21	15.40	15.59	15.78	15.97	16.17
N	14	15.05	15.23	15.42	15.61	15.80	15.99	16.19	16.39	16.59	16.78	16.98
N	15	15.82	16.01	16.21	16.41	16.61	16.81	17.02	17.23	17.44	17.65	17.87
N	16	16.63	16.83	17.04	17.25	17.46	17.67	17.89	18.11	18.33	18.55	18.78
N	17	17.47	17.68	17.90	18.12	18.34	18.56	18.79	19.02	19.25	19.48	19.72
N	18	18.38	18.60	18.83	19.06	19.29	19.53	19.77	20.01	20.25	20.50	20.75
N	19	19.29	19.53	19.77	20.01	20.25	20.50	20.75	21.01	21.27	21.53	21.79
N	20	20.26	20.51	20.76	21.02	21.28	21.54	21.80	22.07	22.34	22.61	22.89
N	21	21.32	21.58	21.85	22.12	22.39	22.66	22.94	23.22	23.50	23.79	24.08

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Non-Instructional Salary Schedule (Con't)

Level		34	35	36	37	38	39	40	41	42	43	44
N	6	11.50	11.64	11.78	11.92	12.07	12.22	12.36	12.51	12.66	12.82	12.97
N	7	12.09	12.24	12.39	12.53	12.68	12.84	12.99	13.15	13.31	13.47	13.63
N	8	12.71	12.87	13.03	13.18	13.34	13.50	13.67	13.83	14.00	14.17	14.34
N	9	13.35	13.51	13.68	13.84	14.01	14.18	14.35	14.53	14.71	14.88	15.06
N	10	14.09	14.25	14.42	14.60	14.78	14.96	15.14	15.33	15.51	15.70	15.89
N	11	14.82	15.00	15.18	15.37	15.56	15.75	15.93	16.12	16.32	16.52	16.72
N	12	15.56	15.75	15.93	16.12	16.32	16.52	16.72	16.92	17.13	17.34	17.55
N	13	16.36	16.56	16.76	16.96	17.17	17.38	17.59	17.80	18.02	18.24	18.46
N	14	17.19	17.40	17.61	17.82	18.04	18.27	18.49	18.72	18.95	19.18	19.41
N	15	18.09	18.31	18.53	18.76	18.99	19.22	19.45	19.69	19.93	20.18	20.43
N	16	19.01	19.24	19.47	19.71	19.96	20.20	20.45	20.70	20.95	21.21	21.47
N	17	19.97	20.21	20.46	20.71	20.96	21.22	21.48	21.74	22.00	22.28	22.55
N	18	21.01	21.27	21.53	21.79	22.06	22.33	22.60	22.87	23.16	23.44	23.73
N	19	22.06	22.33	22.60	22.87	23.16	23.44	24.02	24.31	24.61	24.91	
N	20	23.17	23.45	23.74	24.03	24.32	24.62	24.92	25.23	25.54	25.86	26.17
N	21	24.38	24.68	24.99	25.29	25.60	25.92	26.23	26.56	26.89	27.22	27.56

Fiscal Year 2014-2015

Non-Instructional Salary Schedule (Con't)

Level		45	46	47	48	49	50	51	52	53	54	55
N	6	13.13	13.29	13.45	13.61	13.78	13.95	14.12	14.29	14.46	14.64	14.82
N	7	13.80	13.97	14.14	14.31	14.49	14.66	14.84	15.01	15.20	15.39	15.58
N	8	14.52	14.70	14.87	15.05	15.23	15.42	15.61	15.80	15.99	16.19	16.39
N	9	15.24	15.43	15.62	15.81	16.00	16.20	16.40	16.60	16.80	17.01	17.22
N	10	16.08	16.28	16.48	16.68	16.88	17.09	17.30	17.51	17.72	17.94	18.16
N	11	16.92	17.13	17.34	17.55	17.76	17.98	18.20	18.42	18.64	18.87	19.11
N	12	17.76	17.98	18.20	18.42	18.64	18.87	19.11	19.34	19.58	19.82	20.06
N	13	18.69	18.92	19.15	19.38	19.62	19.86	20.10	20.34	20.60	20.85	21.10
N	14	19.65	19.89	20.13	20.38	20.63	20.88	21.13	21.39	21.66	21.92	22.19
N	15	20.68	20.93	21.18	21.45	21.71	21.97	22.24	22.52	22.79	23.07	23.36
N	16	21.73	21.99	22.27	22.54	22.81	23.10	23.38	23.66	23.96	24.25	24.54
N	17	22.82	23.11	23.39	23.67	23.97	24.26	24.55	24.86	25.16	25.47	25.78
N	18	24.02	24.31	24.61	24.91	25.22	25.53	25.85	26.16	26.49	26.81	27.14
N	19	25.22	25.53	25.85	26.16	26.49	26.81	27.14	27.47	27.81	28.16	28.50
N	20	26.50	26.82	27.15	27.48	27.82	28.17	28.51	28.86	29.22	29.57	29.94
N	21	27.89	28.24	28.59	28.94	29.30	29.66	30.03	30.39	30.77	31.15	31.54

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Non-Instructional Salary Schedule (Con't)

Level		56	57	58	59	60	61	62	63	64	65	66
N	6	15.00	15.18	15.37	15.56	15.75	15.93	16.12	16.32	16.52	16.72	16.92
N	7	15.77	15.96	16.15	16.35	16.55	16.75	16.95	17.16	17.37	17.58	17.79
N	8	16.59	16.78	16.98	17.19	17.40	17.61	17.82	18.04	18.27	18.49	18.72
N	9	17.43	17.64	17.86	18.08	17.30	18.52	18.75	18.98	19.21	19.44	19.68
N	10	18.38	18.60	18.83	19.06	19.29	19.53	19.77	20.01	20.25	20.50	20.75
N	11	19.34	19.58	19.82	20.06	20.30	20.55	20.81	21.06	21.32	21.58	21.85
N	12	20.30	20.55	20.81	21.06	21.32	21.58	21.85	22.12	22.39	22.66	22.94
N	13	21.36	21.63	21.89	22.16	22.43	22.71	22.99	23.27	23.56	23.85	24.15
N	14	22.47	22.74	23.02	23.31	23.59	23.88	24.18	24.47	24.78	25.08	25.38
N	15	23.64	23.94	24.23	24.52	24.83	25.13	25.44	25.75	26.17	26.39	26.72
N	16	24.85	25.15	25.46	25.77	26.09	26.41	26.74	27.06	27.40	27.74	28.08
N	17	26.10	26.42	26.75	27.07	27.41	27.75	28.09	28.44	28.79	29.14	29.50
N	18	27.47	27.81	28.16	28.50	28.85	29.21	29.56	29.93	30.30	30.68	31.05
N	19	28.85	29.21	29.56	29.93	30.30	30.68	31.05	31.43	31.82	32.21	32.61
N	20	30.31	30.69	31.06	31.44	31.83	32.22	32.62	33.02	33.43	33.84	34.26
N	21	31.93	32.32	32.72	33.12	33.53	33.94	34.36	34.78	35.21	35.64	36.08

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Non-Instructional Salary Schedule (Con't)

Level	67	68	69	70	71	72	73	74	75	76	77
N 6	17.13	17.34	17.55	17.76	17.98	18.20	18.42	18.64	18.87	19.11	19.34
N 7	18.01	18.23	18.45	18.67	18.91	19.14	19.37	20.09	20.33	20.59	20.84
N 8	18.95	19.18	19.41	19.65	19.89	20.13	20.38	20.63	20.88	21.13	21.39
N 9	19.92	20.17	20.42	20.67	20.92	21.17	21.44	21.70	21.96	22.23	22.51
N 10	21.01	21.27	21.53	21.79	22.06	22.33	22.60	22.87	23.16	23.44	23.73
N 11	22.12	22.39	22.66	22.94	23.22	23.50	23.79	24.08	24.38	24.68	24.99
N 12	23.22	23.50	23.79	24.08	24.38	24.68	24.99	25.29	25.60	25.92	26.23
N 13	24.44	24.74	25.05	25.35	25.67	25.98	26.30	26.62	26.95	27.28	27.62
N 14	25.70	26.01	26.33	26.65	26.98	27.32	27.65	27.99	28.33	28.68	29.04
N 15	27.04	27.38	27.72	28.06	28.41	28.75	29.11	29.47	29.84	30.20	30.57
N 16	28.43	28.78	29.13	29.49	29.86	30.22	30.59	30.97	31.35	31.74	32.13
N 17	29.87	30.24	30.61	30.99	31.37	31.76	32.15	32.55	32.94	33.35	33.76
N 18	31.43	31.82	32.21	32.61	33.01	33.42	33.83	34.25	34.67	35.10	35.53
N 19	33.01	33.42	33.83	34.25	34.67	35.10	35.53	35.97	36.41	36.86	37.31
N 20	34.68	35.11	35.54	35.98	36.42	36.87	37.32	37.78	38.25	38.72	39.20
N 21	36.52	36.98	37.44	37.90	38.37	38.85	39.33	39.81	40.30	40.80	41.30

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Non-Instructional Salary Schedule (Con't)

Level	78	79	80	81	82	83	84	85	86	87	88
N 6	19.58	19.82	20.26	20.30	20.55	20.71	21.06	21.32	21.58	21.85	22.12
N 7	20.59	20.84	21.09	21.35	21.61	21.88	22.15	22.42	22.70	22.98	23.26
N 8	21.66	21.92	22.19	22.47	22.74	23.02	23.31	23.59	23.88	24.18	24.47
N 9	22.78	23.06	23.35	23.63	23.92	24.22	24.51	24.82	25.12	25.43	25.74
N 10	24.02	24.31	24.61	24.91	25.22	25.53	25.85	26.16	16.49	26.81	27.14
N 11	25.29	25.60	25.92	26.23	26.56	26.89	27.22	27.56	27.89	28.24	28.59
N 12	26.56	26.89	27.22	27.56	27.89	28.24	28.59	28.94	29.30	29.66	30.03
N 13	27.96	28.30	28.65	29.01	29.36	29.72	30.09	30.46	30.83	31.21	31.60
N 14	29.40	29.76	30.13	30.50	30.88	31.25	31.64	32.03	32.43	32.83	33.24
N 15	30.95	31.33	31.72	32.10	32.50	32.90	33.31	33.72	34.14	34.56	34.99
N 16	32.52	32.92	33.33	33.74	34.16	34.58	35.01	35.44	35.88	36.33	36.78
N 17	34.18	34.60	35.03	35.46	35.91	36.35	36.80	37.25	37.71	38.17	38.65
N 18	35.97	36.41	36.86	37.31	37.77	38.24	38.71	39.19	39.67	40.17	40.66
N 19	37.77	38.24	38.71	39.19	39.67	40.17	40.66	41.17	41.68	42.19	42.72
N 20	39.69	40.18	40.67	41.18	41.69	42.21	42.73	43.26	43.79	44.34	44.88
N 21	41.82	42.33	42.86	43.39	43.93	44.47	45.02	45.58	46.14	46.71	47.29

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Non-Instructional Staff (Con't)

Level		89	90	91	92	93	94	95	96	97	98	99
N	6	22.39	22.66	22.94	23.22	23.50	23.79	24.08	24.38	24.68	24.99	25.29
N	7	23.55	23.84	24.13	24.43	24.73	25.04	25.34	25.66	25.97	26.29	26.61
N	8	24.78	25.08	25.38	25.70	26.01	26.33	26.65	26.98	27.32	27.65	27.99
N	9	26.06	26.38	26.71	27.03	27.37	27.70	28.04	28.39	28.73	29.09	29.45
N	10	27.47	27.81	28.16	28.50	28.85	29.21	29.56	29.93	30.30	30.68	31.05
N	11	29.94	29.30	29.66	30.03	30.39	30.77	31.15	31.54	31.93	32.32	32.72
N	12	30.69	30.77	31.15	31.54	31.93	32.32	32.72	33.12	33.53	33.94	34.36
N	13	31.99	32.39	32.79	33.20	33.61	34.03	34.45	34.88	35.31	32.75	36.19
N	14	33.65	34.07	34.49	34.92	35.35	35.79	36.23	36.68	37.17	37.60	38.06
N	15	35.42	35.86	36.30	36.76	37.21	37.67	38.13	38.60	39.08	39.56	40.05
N	16	37.23	37.69	38.15	38.62	39.10	39.58	40.07	40.57	41.07	41.58	42.09
N	17	39.13	39.61	40.11	40.60	41.10	41.61	42.12	42.65	43.17	43.71	44.25
N	18	41.17	41.68	42.19	42.72	43.24	43.78	44.33	44.87	45.43	46.00	46.56
N	19	43.24	43.78	44.33	44.87	45.43	46.00	46.56	47.14	47.73	48.32	48.91
N	20	45.44	46.01	46.57	47.15	47.74	48.33	48.93	49.53	50.14	50.76	51.39
N	21	47.88	48.47	49.07	49.68	50.30	50.92	51.55	52.19	52.84	53.49	54.15

Pay Period: Monthly during period of responsibility

Pay Date: Last working day of each month

Fiscal Year 2014-2015

Non-Instructional Staff Salary Schedule By Position

Position	Level	Hours	Days
Account Clerk I	11	7	261
Account Clerk II	12	7	261
Account Clerk III	13	7	261
Account Clerk IV	16	7	261
Bus Driver, Aide	9	4	180
Bus Driver/Mechanic Helper	6	7.5	261
Bus Driver/Trainee	Minimum Wage	Varies	Varies
Bus Driver/Trainer	11	4*	261*
Bus Driver/Substitute	12/Level1	Varies	Varies
Bus Driver, Extra Curricular	12/Level1	Varies	Varies
Overnight Trips: 16 hours per day; Single Day Trips: Not to exceed 16 hours per day			
CDA's in Associate Teacher Positions	13	7.5	196
Custodian, Lead	7	7.5	261
Custodian	6	7.5	261
Custodian, Substitute	6	Step 1	
Data Entry Clerk	11	7.5	191
Food Service Manager	14	7	184
Food Service Assistant Manager	11	6	184

*As Needed

Non-Instructional Staff Salary Schedule by Position

Position	Level	Hours	Days
Food Service Worker	10	Varies	182
Food Service, Student Worker	Minimum Wage	Varies	Varies
Food Service, Substitute Worker	10/Level1	Varies	Varies
Fiscal Specialist	18	7	261
Federal Fiscal Specialist	18	7	261
Finance and Payroll Specialist	18	7	261
Human Resource Analyst	12	7	261
Information Technology Specialist	13	7.5	261
Instructional Assistant I (no degree)	9	7.5	180
Instructional Assistant Substitute Pre-K only	9/Level1	Varies	Varies
Instructional Assistant II (2 year degree)	11	7.5	180
Maintenance Worker (school)	13	7.5	261
Maintenance Helper	6	7.5	261
MIS Specialist	12	7	261
Parent Involvement Coordinator	10	7.5	191
Receptionist/Secretary	11	7	261

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Non-Instructional Staff Salary Schedule by Position

Position	Level	Hours	Days
School Bookkeeper I (Elementary)	11	7.5	261
School Bookkeeper II (Middle/High)	12	7.5	261
School Crossing Guard	10	Varies	180
School Resource Officer	16	Varies	Varies
School Secretary I (Elementary)	11	7.5	261
School Secretary II (Middle/High)	12	7.5	261
School Nurse	16	7.5	261
Secretary (District)	11	7	261
Secretary to the Superintendent	15	7	261
System Analyst	15	8	261
Transportation, Lead Mechanic/Bus Inspector	16	7.5	261
Transportation, Mechanic I	10	7.5	261
Transportation, Mechanic II	13	7.5	261
Transportation, Mechanic Helper/Driver	6	7.5	261
Transportation, Mechanic Helper	6	7.5	261

Pay Period: Monthly during period of responsibility

Pay Date: Last working day of each month

Fiscal Year 2014-2015

Incentive Pay upon Normal Retirement

Position	Pay
Administrators	\$3,000
Non-Instructional Personnel	14%*
*Percentage of Salary – Minimum of \$1,000; Maximum of \$3,000	

Terminal pay for accumulated sick leave shall be paid in accordance with School Board Policy at the time of termination. Employee must request payment for leave within 30 days of termination otherwise *the employee will forfeit this benefit*. Normal retirement is defined by School Board Policy and Florida Retirement System definition.

Control Factors

Administrative/Management and Supervisory Personnel

Unless otherwise recommended by the Superintendent, all persons being placed on the schedule for the first time will be assigned to Level 1 for the pay grade appropriate to their position. The Superintendent may assign placement above Level 1 subject to School Board approval to (a) insure that one who is a teacher in the district will not receive a “pay cut” when compared to their teaching salary projected for twelve months, or (b) provide an added incentive in recruiting and retaining a person with critically needed skills and experiences. Under no circumstances will a person being placed on the schedule for the first time be placed above Level 10.

When a person already on the administrative salary schedule is assigned a new district level position on the schedule, the person will be placed on the salary schedule (Pay Grade/Level) for the new position closest to their current salary, including supplements, if applicable. The person would not maintain the same Level status for the new district level, unless a decrease in overall salary would result. This paragraph shall apply only to an administrator whose move is to a district level administrative position.

A district level administrator who accepts a school based administrative position shall maintain his/her level on the schedule when assigned to the new pay grade.